

**TEACHER OF  
BIOLOGY**  
(Part Time, Fixed Term)

**JOB  
INFORMATION**



RGS

## TEACHER OF BIOLOGY (Part Time 0.6, Fixed Term)

Newcastle upon Tyne Royal Grammar School  
Required from January 2025 for two academic terms.



### THE POSITION

We have an exciting opportunity for a qualified teacher of Biology to join our dynamic and successful Biology Department. You will be capable of teaching from Y7 through to A-Level, inspiring our students with a love of the subject and possess a willingness to take them well beyond the scope of the syllabus. There will be opportunities to work with students applying for top universities.

This is a part time and fixed term role - the successful candidate will be employed for up to 0.6 of an RGS teaching timetable i.e. 3 days per week (we will however consider applications that offer less than 0.6). Working days of the week are currently Monday, Wednesday, and alternating Tuesday's and Thursday's, but there is some flexibility around that, which we can explore at interview. The fixed term will be for the Spring and Summer term, commencing on 1<sup>st</sup> January 2025 and ending on 31<sup>st</sup> August 2025. There is a possibility that this role could be extended into a longer-term role.

Being 'willing to go the extra mile' is a major part of the role for all teachers at the RGS, not merely in specialist activities, but in a vast range of extra-curricular sporting, artistic and cultural work. We are keen to invite applications from those who would like to make their own distinctive contribution to this ethos. We very much value colleagues who are willing to contribute to our extra-curricular program.

This post is suitable for a range of applicants, including ECTs and experienced teachers. The RGS has its own generous salary scale and provides ECTs with an appropriate program of induction leading to QTS, valid in both sectors.

## THE SCHOOL

Thomas Horsley, the original settlor of the Royal Grammar School Newcastle (RGS) pledged his legacy to the School in 1525. Almost 500 years later, RGS continues to flourish as the premier independent school in the North East of England and as one of the country's leading schools. In 2023 RGS was named overall 'Independent School of the Year' in The Telegraph Group's national awards. RGS also consistently tops the region's academic league tables and in 2024 RGS was awarded the Sunday Times' North East's Top Independent Secondary School, both the overall winner and for Academic Performance. While we pride ourselves on academic excellence, we are as well known for our high level of pastoral support, involvement in a wide range of sports and other co-curricular activities, and our commitment to bursaries and partnerships.

Today RGS is fully co-educational with over 1,300 students aged 7-18 years (Years 3 to 13) and our academically selective places are highly coveted. We have more than 250 students in the Junior School, which shares the same outstanding site as the Senior School. Our Sixth Form is one of the largest in the independent sector with more than 340 students.



The school is based in the heart of the City, immediately opposite Jesmond Metro station. The school occupies over 30 acres of land and has state-of-the-art facilities, including five brand new art studios, a new library, a new Sixth Form Centre, a 25m swimming pool, two Sports Halls, a Performing Arts Centre, outdoor football/rugby pitches at Mooracres, an artificial turf pitch for hockey and the former County Cricket Ground.

RGS is a special place, known and respected throughout the whole country as well as the North East. It's a place where aspirations are high, results are outstanding, and opportunities are endless. Our students go on to study highly selective courses at the most sought-after universities, but also leave the school realising that life outside the classroom has been equally beneficial.

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**Job Information:** Teacher of Biology (Part Time, Fixed Term)

**Closing Date:** 9.00am Monday 30<sup>th</sup> September 2024

**Contact:** Head of Biology, Sarah Bunting ([s.bunting@rgs.newcastle.sch.uk](mailto:s.bunting@rgs.newcastle.sch.uk))





# RGS

Academically, the school is highly selective. Students are assessed for entry at the key entry points (Y3, Y5, Y7, and a handful at Y9, plus Sixth Form). The biggest entry points are Y3 (60 students), Y7 (c.75 students) and Y12 (c.45 students). Beyond the academics, in Junior School (Y3-6) entry is assessed through activity days whilst at Y7 students are assessed through online tests and an interaction day. Sixth Form entry is through interview only.

Students sit baseline tests in Y7, Y10, and Y12 – the average GLA CAT score for both the current Y7 and Y12 is 117. We have several students who have the assistance of our dedicated Learning Support Team, which works across Junior and Senior School.

Academic selection and excellent teaching mean that the school's results are exceptional. The published figures for 2024 are on the school's website. For A-Level, 37.1% of A-Level grades were at A\*; 71% A\*- A; and 91.1% A\* - B. For GCSE, the proportion of grade 9s was 44.7%; 9 – 8 was 70.1%; and 9 – 7 was 85.6%. In 2023, our results placed the RGS 51st nationally in The Sunday Times Parent Power league tables, up from 73rd place in 2022. Additionally, Top School Guide ranked the RGS 16<sup>th</sup> nationally for co-educational schools; and overall, 37<sup>th</sup> for A-Levels and 48<sup>th</sup> for GCSEs. Furthermore, School Sports Magazine recently ranked the RGS as the 27<sup>th</sup> best sports school (independent and state) in the UK.

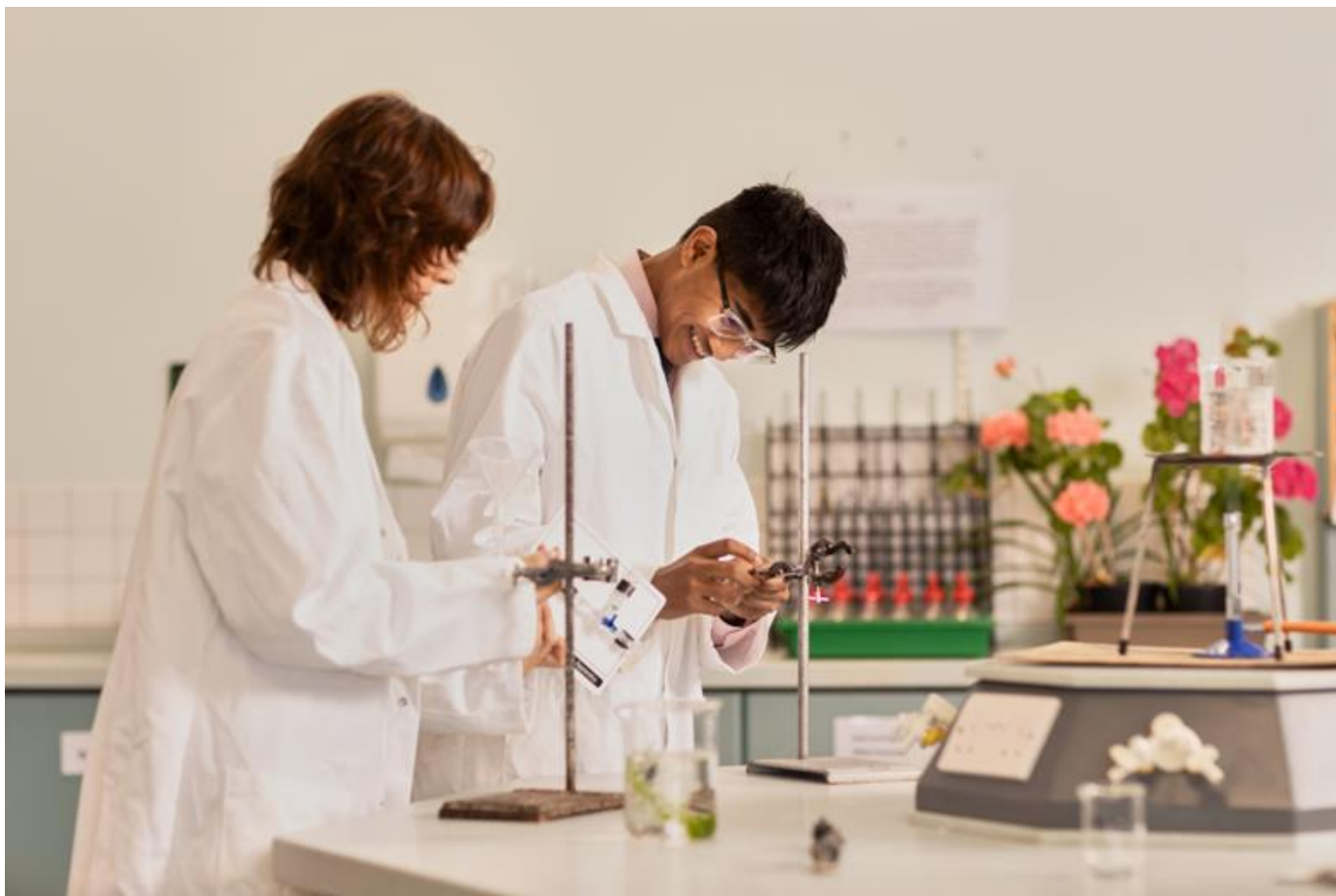


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## THE BIOLOGY DEPARTMENT

The department consists of seven teaching staff and two technicians. We are a dedicated team, but we value independence and encourage teachers to use classroom practices which play to their strengths. In Years 7-8 we deliver our own KS3 course before moving onto the Edexcel IGCSE for Years 9-11. Our classes are mixed ability (within the context of a highly selective school), and they contain around 24 students in Years 7-11. Our A-Level course is also with Edexcel (the Biology B syllabus) and a typical Sixth Form cohort is between 50 and 60. We have around 100 Sixth Form students studying Biology at any one time, usually split into 5 sets per year group. Staff are expected to teach across the whole age range.



The freedom to be an individual is an important part of teaching at the RGS. That said, we are a friendly and collaborative group, we teach from a common set of resources, and we are committed to sharing good teaching practice. The successful candidate will have a love of biology and will want to function as a member of the departmental team, whilst bringing their own unique take to the way that the subject is delivered. Outside of the lab, we run an annual field trip, as well as numerous other trips and activities. The department also hosts a horticultural club.

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## TEACHING SPACES AND RESOURCES

We have five spacious and well-appointed labs within the Science and Technology Centre (STC). Standard facilities include digital touch screens in each teaching room and staff are provided with a Surface Pro laptop computer. The department also has an office, a prep room, and a large seminar room.

A healthy level of funding allows access to a range of excellent quality equipment to support practical work. We have a PCR machine, high end microscopes and a dedicated microbiology prep area. The production and sharing of resources and practical ideas plays a central part in what we do. New colleagues are expected to contribute to this culture.



## 2024 EXAM RESULTS

Public examination results are consistently strong.

Biology IGCSE	9	9/8	7-9	6-9	<6
	50.3%	67.6%	84.8%	93.8%	6.2%
Biology A-Level	A*	A*/A	A*-B	C	
	42%	72%	84%	4%	

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## PERSON SPECIFICATION

The following person specification indicates those areas of skills and personal characteristics, qualifications, training, and experience that we are looking for:

### Qualifications and Training

- A degree in a relevant subject
- Courses of further study relevant to the post

### Experience

- Experience of teaching the full 11-18 age range

### Skills

- Experience in teaching A-Level
- Ability to inspire young people to develop a love of Biology.
- Ability to think originally and creatively and show initiative.
- Commitment to high standards of teaching and learning
- Ability to teach high quality lessons.
- Excellent organisational abilities
- Excellent project management skills
- High levels of IT competency
- Ability to demonstrate excellent interactive use of technology to enhance pupil learning.

## Personal Characteristics

- Ability to work in a fast-paced environment.
- Ability to communicate effectively with parents, students, and staff in a variety of ways.
- Understanding of, and commitment to equality of opportunity for all
- Understanding of, and commitment to the ethos of the school as a community
- Tact, discretion, and diplomacy
- A genuine liking of people and the ability to show warmth, good-humour, empathy, and sensitivity.
- Willingness to lead and take part in fieldwork activities often outside school hours and at weekends.





## LIVING IN THE NORTH EAST

Whilst the North East is beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to a city and region which we love and believe you will too. Newcastle is a medium-sized city with an historic centre and a vibrant life of its own. There's culture and arts in the form of the award-winning BALTIC Art Gallery and The Glass House, alongside several theatres that attract national touring productions. There's music from classical to club and we are home to the Royal Northern Sinfonia. There's also a growing food culture with some fantastic restaurants.

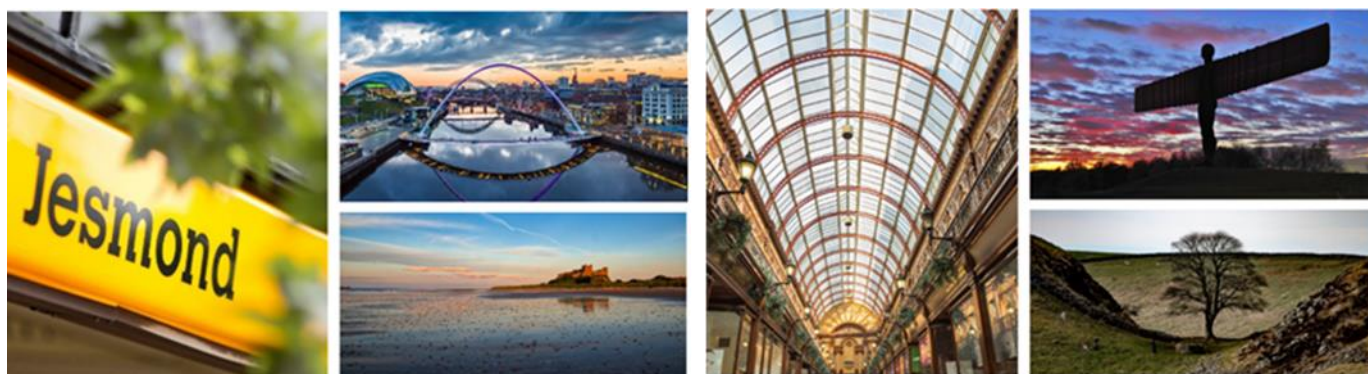
If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice hockey, and then there is the annual Great North Run. The North East has also produced some of the country's finest athletes in track and field and there are clubs aplenty to get involved with, most famously in Gateshead.

The coast and the hills are minutes away from the city centre. By car you can be in the middle of nowhere in 45 minutes, the Scottish Borders is only an hour away and the Lake District an hour and a half. The coast is served by the Metro (our version of the Tube), but some of the country's best beaches are up the road in Northumberland, less than 40 minutes by car. There's mountain biking, road cycling, climbing, and endless hill walks in stunning countryside. There are green spaces all over the city too, with plenty of parks for children and dogs alike to run around.

There are three local teaching hospitals, two universities in the city with another three close by. Some pioneering medical work goes on at the RVI, Great North Children's Hospital and the Freeman Hospital.

History abounds with more castles than you could count and sites of interest for almost every period of English (and border) history. Add that to a proud, independently minded and very friendly local population and we have most things you could want.

There are excellent primary schools in the region and city as well as some good secondary schools too, but staff do get a discount at the RGS. There are also a number of good competitor independent schools as well.



## MAIN TERMS AND CONDITIONS

- This is a fixed term post which will commence 01<sup>st</sup> January 2025 until 31<sup>st</sup> August 2025.
- This is a part time role - the successful candidate will be employed for up to 0.6 of an RGS teaching timetable i.e. 3 days per week (we will however consider applications that offer less than 0.6). Working days of the week are currently Monday, Wednesday, and alternating Tuesday's and Thursday's, but there is some flexibility around that, which we can explore at interview.
- Working hours will be those necessary to carry out the duties of the post.
- The role will report into the Head of Biology.
- Salary - The salary will be determined by the RGS Teachers' Scale.
- The Teacher will be required to comply with a range of RGS policies, particularly those regarding Data Protection, use of ICT facilities, Child Protection, Staff Code and Health and Safety, copies of which will be made available.





## WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- The school offers an alternative to the TPS, The Aviva Pension Trust for Independent Schools (APTIS) which is a defined contribution and salary exchange scheme administered by AVIVA. There is provision for life assurance and income protection under the APTIS scheme and increased flexibility regarding employee contributions and fund management. Further information on the APTIS scheme and salary exchange will be made available on appointment.
- The employee will become eligible for sick pay under the RGS Teachers Staff Sick Pay Scheme. Details of the scheme will be provided on appointment.
- As with all RGS employees, the employee will be encouraged to become involved in the wider life of the RGS community.
- Ongoing educational support and development of all staff with the provision of external and internal training courses, and our middle leaders training programme for existing and aspiring managers.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.

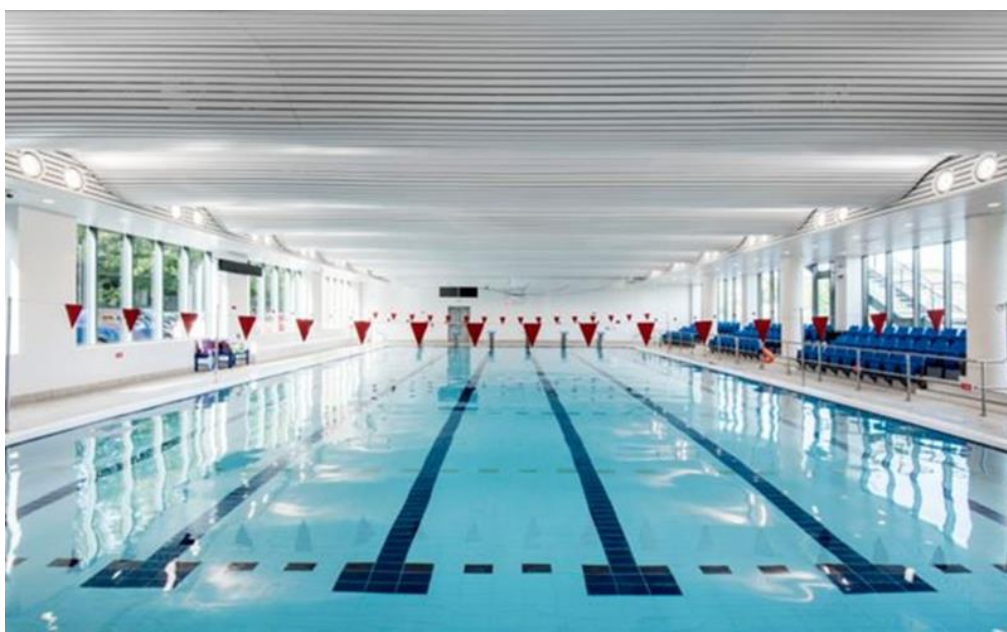


- Free use of a well-equipped gym, fitness suite and swimming pool.
- Access to our onsite confidential counselling service.
- Access to the school's library service and a wide range of reading materials.





- We offer access to the school medical team (1 doctor and 2 nurses) for triage medical advice and free flu vaccinations.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.
- Supportive and friendly community.
- Opportunity to join in with RGS tradition and become a member of the Stowell, Collingwood, Horsley, or Eldon House.





## HOW TO APPLY

Candidates are advised to read the 'Information for Applicants' with particular care before applying.

If you have any queries or would like to arrange a visit to the school, please do not hesitate to email or to call Sarah Bunting (Head of Biology) on 0191 281 5711 or email [s.bunting@rgs.newcastle.sch.uk](mailto:s.bunting@rgs.newcastle.sch.uk).

If, having looked through the website ([www.rgs.newcastle.sch.uk](http://www.rgs.newcastle.sch.uk)) and read this job information pack and the Information for Applicants, you think this particular post would suit you, please say so (and why) in:

1. A covering letter and
2. A fully completed RGS application form.

You must complete the application form, even if you want to also attach a CV. Please email all documents to [jobs@rgs.newcastle.sch.uk](mailto:jobs@rgs.newcastle.sch.uk) by the closing date.

The closing date for this role is 9.00am Monday 30<sup>th</sup> September 2024

### Interview Information

Interviews will be held shortly after the closing date. We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance, so applicants should arrive for interview with a clear idea of what would be involved in moving to the area (if necessary) and working at the RGS.

Reasonable travel expenses will be considered to attend an interview if candidates live outside the local area. This is normally up to a maximum contribution of £100 on provision of receipts. If your expenses will be significantly higher than £100 and an overnight stay is required, please note all expenses will need to be booked and approved in advance. If you plan to claim expenses, please contact the Head's Secretary, Sandra Ellis [S.Ellis@rgs.newcastle.sch.uk](mailto:S.Ellis@rgs.newcastle.sch.uk) in advance of your interview, who will talk you through the policy and advise on eligibility for reimbursement.

### Safeguarding and Safer Recruitment

RGS is committed to the safeguarding of children and promoting the welfare of children and young people and expects all staff, volunteers and those working in school to share this commitment. The school applies the Government's Keeping Children Safe in Education Safer Recruitment procedures to all candidates including appropriate pre-interview checks on shortlisted candidates and pre-employment checks pending any offer. More information regarding the checks can be found in our Information for Applicants [here](#), and '[Keeping Children Safe in Education](#)' (September 2024)

### Equal Opportunities

We are looking to appoint staff from a wide variety of backgrounds. Not just because it is the right thing to do but because at the RGS we recognise that those different experiences provide fresh perspectives, opportunities to challenge existing beliefs and provide opportunities to act as excellent role models for our diverse student body.

We are committed to creating an inclusive and diverse school culture and our staff are at the heart of this. We are proud to be an equal opportunities employer and all qualified applicants will receive consideration for employment

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regardless of neurodivergence, age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We strive to achieve a diverse workforce, fully representative of our pluralistic society and the ethnic make-up of the student population in the UK. People of colour are under-represented on our staff team. We are keen to attract applicants from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of Black, Asian, and ethnic minority heritage as well as White heritage.

We encourage all candidates to complete an 'equal opportunities' form with your application. This will be sent directly to the HR team for monitoring purposes.

## CONTACT DETAILS

Royal Grammar School Eskdale Terrace Newcastle upon Tyne NE2 4DX

Tel: 0191 281 5711

General enquiries: [communications@rgs.newcastle.sch.uk](mailto:communications@rgs.newcastle.sch.uk)  
Sarah Bunting (Head of Biology) [s.bunting@rgs.newcastle.sch.uk](mailto:s.bunting@rgs.newcastle.sch.uk)  
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